



## SHRI is seeking a Director of Community Sanitation

### SHRI's Mission

SHRI fights alongside communities to end open defecation as a key step in an ongoing struggle for social and economic justice.

### Background

Over 600 million Indians defecate outside every single day because they have no access to a toilet. This exposes the public to 100,000 tons of untreated feces left out in the open. Each year this untreated excreta kills 450,000 Indians. Defecating outside compromises women's safety, and 40% of girls who drop out of school cite a lack of school toilets as the cause. Moreover, women and men spend up to one hour of each workday looking for a place to defecate, decreasing productivity by \$10 billion annually. Additionally, over 100 million Indians lack access to safe drinking water. This causes the spread of waterborne illnesses, which prevents children from attending school consistently and decreases productivity.

SHRI fights alongside rural Indian communities to end open defecation and improve access to safe drinking water by connecting proven and existing technologies. SHRI does this by first building community toilet blocks that are free to use. Each facility has separate toilet stalls for women and men and can serve up to 1,500 people per day. The waste from the toilets collects in a large biogas digester tank, where it decomposes to form methane gas. This energy source is then used to power a generator that produces electricity. SHRI uses this energy to pump raw ground water through a water filtration plant that produces 1,000 liters of World Health Organization certified safe drinking water per hour. This water filtration technology was installed through a partnership with DrinkWell Systems. SHRI sells this safe drinking water for a nominal fee, and the revenue generated from these sales offsets the maintenance and operations costs of the facility. This ensures that the facility is always kept clean and fully operational. By connecting proven technologies in this novel way, SHRI will improve health outcomes for countless rural Indians by increasing access to toilets and safe drinking water.

### Progress

SHRI has constructed four community sanitation facilities and improved access to toilets for nearly 4,000 people living in the Supaul district in the state of Bihar during its pilot phase between 2014 and 2015. The first facility's toilets opened in July 2014, and the water filtration and distribution system was installed in March 2015. Over 800 women, men, and children use the toilets every day, and SHRI enrolled 200 families as safe drinking water customers. SHRI constructed this first facility for \$38,000. Since constructing this first facility, SHRI has reduced the cost of building a facility to \$25,000. The team is currently working to raise money through both philanthropic donations, as well as government contracts for sanitation work through the government's Swachh Bharat Campaign.

SHRI's success in acquiring toilet users is a direct result of efforts that ensure the toilets are always maintained and cleaned. This is possible thanks to the revenue generated from the sale of safe drinking water. Toilet use is further motivated by SHRI's partnership with a health education nonprofit that performs educational dramas and puppet shows that increase community-wide understanding of the health benefits of toilets and safe drinking water.

## Next Steps

SHRI is coming out of a period of growth, having participated in MassChallenge and Y Combinator and just completed construction on two new facilities. Now, our team is growing as we scale our innovation beyond these first four facilities. We are hiring someone who can help the organization navigate this period and help chart the course for the future.

The ideal candidate is someone committed to fighting for health equity and social and economic justice throughout rural India who believes that this is achieved through a preferential treatment of the poor. They will be joining a team that listens to the needs and input of the communities where we work before acting. SHRI's organization's mission and vision are shaped by our commitment to enabling the poor to become the protagonists in effecting change. Each member of our core team is motivated by this mission to deconstruct barriers to innovation and seeing ideas through from creative origins to implementation. The new Director of Community Sanitation should fit easily into this culture of thinking outside the box and challenging social norms.

The ideal candidate will be constantly drawing on the vision for an open defecation free India to drive the growth of SHRI beyond the expectations listed here:

- Manage expansion of community sanitation model to reach the countless Indians living without WASH services
  - o Work with on-the-ground team in India to identify new sites for construction and oversee the management of all operational sites
  - o Work with the government to secure land and vouchers for capex costs of construction
- Oversee the tracking of water sales at operational facilities
- Spearhead development and perpetuation of company culture and values, including organizing team retreats, check-ins, and feedback sessions
- Fundraising and grant-writing
- Participate in the process of hiring and onboarding new team members
- Live and work in the Bay Area with travel to India for at least 2 months each summer with 2-4 additional trips during the year

The person filling this role will make a significant impact in shaping SHRI and will be expected to think beyond simply increasing access to toilets but to envision how SHRI fits into the larger struggle for health equity. Therefore, we are asking for candidates with 3-5 years of work experience to apply and make at least a 2-year commitment to this job.

If you're interested in applying, please send the following to [anoop@sanrights.org](mailto:anoop@sanrights.org) and [joan@sanrights.org](mailto:joan@sanrights.org) by Monday May 2, 2016:

- Recent resume
- Link to a 1-minute YouTube video about why you're the perfect fit for this role
- Answers to the following questions:
  1. Describe a bold, out-of-the box idea you have for SHRI to realize its goals for organizational growth, increased access to sanitation, and health equity. How would you advocate for this plan to come to fruition, and then how would you implement it? What are some challenges you anticipate facing in actuating this plan? (500 words max)
  2. Describe a time when you had to solve a difficult problem. What did you do, and what was the outcome? What, if anything, would you have done differently? (250 words max)
  3. What motivates you to work for SHRI? (250 words max)